Auto

Dealers

Survey

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.

WASHINGTON 1, D.C.

May 8, 1961

HEADQUARTERS

Research Department -
Automobile Dealer
Garages & Stockrooms Survey

TO: Teamster Local Unions Having Membership
In Automobile Dealer Garages & Stockrooms

Dear Sir and Brother:

This study was prepared at the request of one of our local unions as a guide to current wages, hours and working conditions covering mechanics and parts employees of automobile dealer garages. You will note that the survey includes agreements negotiated by the Machinists, Auto Painters and Teamsters covering these classifications of work.

Only the major cities (and only where we were able to obtain current agreements) are included in this survey; the survey was not intended to include every Teamster agreement covering this type of work.

We hope that this survey will be helpful to our local unions in organizing and negotiating better contracts. Copies of these agreements are available upon request. Requests should be addressed to the Research Department, International Brotherhood of Teamsters, 25 Louisiana Ave., N.W., Washington 1, D. C.

Fraternally yours,

A. Weiss

Abraham Weiss
Economist

AW/lp
Encl.

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AUTOMOBILE DEALER GARAGES AND STOCKROOMS

WAGES, HOURS AND SELECTED WORKING CONDITIONS

TEAMSTER, MACHINIST AND AUTO PAINTER CONTRACTS

Research Department
International Brotherhood
of Teamsters
May, 1961

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

CENTRAL CONFERENCE

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W.	PENSION	WAGE RATES
Illinois Chicago and Vicinity IAM - Local #701	7/1/59 7/1/61	Chicago Chevrolet Dealers	Hrs.: Eff. 8/17/59, 44 hrs. M-F, 8 hrs. 48 min. More hrs. may be observed during rush periods. O.T.: 1½ over 8 hrs. 48 min. or 44 and Sat. 1½x - Sun. 2½x - Hol. (hrly. employees) Flat Rate + ½ hrly. rate - Hol. (Flat Rate Employees) Shift: 10¢	6	Mechs., Apprentices & Semi-Skilled Workers: After 6 mos. - 1 day for ea. mo. worked beginning with 7th mo. 1 1 2 2 3 15	$2.20 p/wk.	--	See below

WAGE RATES

	Effective 7/1/59	7/1/60
FLAT RATE		
Mechanics, semi-skilled men & Apprentices		
Dealer's charge to customer	45%	
or		
Factory Flat Rate Manual rate, whichever is higher*	45%	
Labor Rate (factory warranty, customer work)**	$5.50 (per operational hr.)	
Work not ordinarily flat rated	2.58	$2.65
Body Men	2.75	2.82
Greasers	67½¢ net p/job	
Oil Changer	20¢ min. p/job	
HRLY. RATE		
Mechanics & Painters	2.58	2.65
Semi-Skilled Men		
1st 6 mos.	1.91	1.98
2nd 6 mos.	2.01	2.08
Mechanics - Truck Work	15¢ p/hr. above hrly. rate for passenger car work	
Body Men	2.75	2.82
Body & Fender Bump or Comb. work on used car (internal) work only	2.58	2.65
Truck Work	15¢ above hrly. rate for passenger car work	

(Cont. on following page)

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Illinois Chicago and Vicinity IAM - Local #701		Chicago Chevrolet Dealers						(Cont. from preceding page) Effective 7/1/59 7/1/60 Apprentices 1st 6 mos. (50%) $1.29 $1.33 2nd 6 mos. (60%) 1.55 1.59 3rd 6 mos. (70%) 1.81 1.86 4th 6 mos. (75%) 1.93 1.99 5th 6 mos. (80%) 2.06 2.12 6th 6 mos. (85%) 2.19 2.25 7th 6 mos. (90%) 2.32 2.39 8th 6 mos. (95%) 2.45 2.52 Thereafter (100%) 2.58 2.65

* - Employees working on flat rate shall be paid on present Flat Rate Manual for current model cars. No reduction in time allowances from previous Flat Rate Manual, covering previous year models, unless there shall be developed or approved by the Factory, new tools, equipment or methods which reduce time necessary to do the work.

On "specials", mechanic paid appropriate flat rate % of "regular" price. No reduction in Flat Rate Manual time by reason of specials put out by factory in bulletin form.

Flat rate journeymen - guar. $80.20 for 40 or 44 hrs., M-F.
Semi-skilled employees (flat rate) - guar. $79.20 for 40 or 44 hrs., M-F.
Apprentices (flat rate) - guar. 44 x hrly. rate for 40 or 44 hrs., M-F.
Hrly. rate employees - guar. 44 x hrly. rate for 40 or 44 hrs., M-F.
(Note: 40 hrs. means where dealer reduces work week from 44 to 40 hrs.)

** - Compensation for factory warranty work and used car work -- based on same time allowances used for regular customer work.

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Illinois Joliet (Chicago Heights) IAM - Lodge #55 Reopening on wages and hrs. if hrs. and wages changed due to National or State laws.	6/15/60 6/15/62	Chicago Heights Automobile Dealers' Assn.	Hrs.: 5 days, M-F. Eff. 6/15/60, 44 hrs* M-F. 8 hrs. 48 min.=day's work O.T.: 1½ over 8 hrs. 48 min.** & Sat.; in excess of night sched. & Sat. night. Flat Rate: ½ hrly. rate plus flat rate earnings over 8 hrs. 48 min. & 44 hrs. per wk. 2x - Sun. 2x - Hol. Shift: 10¢ p/h.	7	1 1 2 3 3 15	--	--	See below

WAGE RATES

	Effective 6/15/60	Effective 6/15/61
Automotive Specialists	$2.60	$2.70
Automotive Machinists	2.65	2.75
Body Mechanic	2.55	2.65
Auto Mechanic	2.45	2.55
Trucks over 1½ tons	2.55	2.70
Mechanic's Hlpr.	2.10	2.20
Apprentices		
1st 6 mos.	1.85	1.95
2nd 6 mos.	1.90	2.00
3rd 6 mos.	1.95	2.05
4th 6 mos.	2.00	2.10
5th 6 mos.	2.05	2.15
6th 6 mos.	2.15	2.25
7th 6 mos.	2.25	2.35
8th 6 mos.	2.35	2.45
Thereafter	Regular Journeyman's Rate of Pay	
Working Foreman	15¢ abv. min. rate of class.	

Flat Rate Basis -- 50% of flat rate customer labor charge. Auto and body mechanics - $2.75 min. per flat rate hr. If customer flat rate labor charge increased, co. to deduct 25¢ p/hr. to cover cost of new equip. Employees then pd. on a 50-50 basis. The 25¢ deduction not made until increase of at least 50¢ p/hr. Min. pay under flat rate:

Body Mechanic - $101.96
Mechanic - 98.56
Mechanic's Hlpr. - 83.16
Apprentices - Guar. 44 hrs. pay @ hrly. rate.

* - Under hrly. rate, mechanics, helpers and apprentices guar. 44 hr. wk.
** - If subject to Fair Labor Standards (Wage-Hour) Act, 1½ after 8 hrs.

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Iowa Des Moines IAM - Local #254	9/2/58 9/1/61	D. M. Automobile Dealers' Association	Hrs.: 8 and 40 5 days, M-F. O.T.: 1½ over 8 (M-F), Sat., outside reg. working hrs. 2x - Sun. 2x - Hol. Shift: Not earlier than 5 PM M-F and not earlier than 12 noon Sat. - 10%	6	1 1 2 3	Co. contributes: $4.32 p/mo. 1st yr.: $7.78 p/mo. 2nd yr.: $11.25 p/mo. 3rd yr. Employee pays bal. of prem., if any.	--	

WAGE RATES	9/2/58	Effective 9/2/59	9/2/60
Service Dept. machinists, electricians, ignition men, body, fender radiator repair men, trimmers and painters	$2.50	$2.63	$2.76
Used Car Dept. machinists, mechanics, electricians, ignition men, body, fender, radiator repair men, trimmers and painters	2.50	2.63	2.76
Lubrication and Battery Men	2.44	2.57	2.70
Working Foreman	2.56	2.69	2.82
Undercoaters and Garage Hlprs., not classified	2.16	2.29	2.42
Apprentices			
1st Yr.	2.05	2.18	2.31
2nd Yr.	2.16	2.29	2.42
3rd Yr.	2.28	2.41	2.54
4th Yr.	2.38	2.51	2.64

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES	
Iowa Des Moines IBT - Local #90	10/27/59 9/1/61	Friedman Motors Inc.	Hrs.: 5 cons. 8 hr. days, 40, M-S. 8 AM-5 PM M-S, except janitors. Employer designates beginning hr. for janitors-8 hrs. O.T.: 1½ over 8 2x - Sun. 2½x - Hol. Shift: 10¢, except janitors	6	1 2 1 2	$7.78 p/mo. 1st yr.: $11.26 p/mo. 2nd yr.	--		Effective 1959-60 / 1960-61
								Working Foremen	$2.08 / $2.14
								Reconditioning Specialists	Rate to be as hereafter mutually agreed upon.
								Car Polishers, Washers, Car & Truck Jockeys, Lot Men, Ground & Bldg. Maint. Men	1.63 / 1.68
		Handler Motors	(Same agreement as with Friedman Motors, Inc. listed above.)						

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
<u>Michigan</u>					<u>H-ly.</u>			
Detroit IBT #376 Reopening on wages & hours in event of war, declaration of emergency or imposition of economics controls.	2/1/60 1/31/63	Rollie Barrett, Inc.	Hrs.: 8 & 44. 5 eight-hr. days & 4 hrs. Sat. Between 8 A.M. & 4:30 P.M. & 8:30 A.M. & 5:00 P.M. O.T.: <u>Hrly. Employees</u> 1½ over 8 or before or after reg. shift & Sat. (after 44 hrs. or 36 in hol. wk.) Flat Rate <u>Employees</u> Min. hrly guar. shall be computed on basis of O.T. premium. 2x - Sun. (hrly. employees) 2x - Hol. (hrly. employees)	6	1 - 1 2 - 2 Flat <u>Rate</u> When earnings have exceeded min guar. rate during yr. rec. bonus of 1% on payroll earnings in excess of min. guar. - 1 yr. 2% - 2 yrs.	Present plan to continue.	$2 p/wk. Eff. 2/1/61 $3 p/wk. Eff. 2/1/62 $4 p/wk.	Journeyman Mech. - 50% Flat Rate $2.25 Lubrication Men - 50% Flat Rate 2.00 *Wash, Polish, Undercoat, Etc. - 50% Flat Rate 1.70 Bumper & Combination - 50% Flat Rate 2.25 Painter - 50% Flat Rate 2.00 *Porters & Drivers 1.60 Partsmen Start p/wk. 75.00 6 mos. 80.00 On or before 9/1/58 85.00 * Starting rate for these classifications 20¢ p/hr. less than scale. Automatic increase of 10¢ p/hr. ea. 30 days until scale is reached. Note: In event labor rate is increased during term of agmt. flat rate men shall at no time rec. less than 25¢ p/hr. less than 50% of increased labor rate as min. hrly. guar.

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES			
									Effective		
									4/16/60	4/16/61	4/16/62
Minnesota Minneapolis IBT - Local #974	4/16/60 4/16/63	Minneapolis Automobile Dealers' Assn.	Hrs.: 8 (between 7 AM & 6 PM, M-F), 40. Split shifts for car drivers, janitors & watchmen only. Co. option to work half his crew, by dept., max. 8 hrs. on Sat., in rotation. Standard Sat. hrs. for non-rotated employees - 4 hrs. to 1 PM. O.T.: 1½ over 8 & Sat. 2x over 10 but not to exceed 12 in one day. 2x - Sun. 3x - Hol. Shift: 10%	6 * - Must work ** - Must work	*** 6 mos. 1** 1 2 3 3 15	H. & W. Eff. 6/15/60 7¢ p/hr. (40 hrs wk.) 750-999 hrs. 1000 hrs.	--	Painters, Body Men & Fender Men, Trimmers, Machinists (who spend more than 50% of their time at their trade)	$2.40	$2.50	$2.60
								Mechanics, Welders, Radiator Men, Machinists (who spend less than 50% of their time at their trade)	2.35	2.45	2.55
								Service Salesmen & Tower Men	86.40	88.40	90.40
								Greasers, Sanders, Undercoaters, Lot Men	1.97	2.02	2.07
								Washers, Polishers	1.93	1.98	2.03
								Runners & Ele. Oprs.	1.89	1.94	1.99
								Car Drivers			
								1st 6 mos.	1.64	1.69	1.74
								After 6 mos.	1.89	1.94	1.99
								Errand Boy			
								Start	1.25	1.30	1.35
								12 mos.	1.89	1.94	1.99
								Stockmen - Class 1 City Desk, Customer, Countermen, Specifier (technician)	2.02	2.08	2.14
								Stockmen - Class 2 Receivers, Shippers, Pickers, Packers	1.86	1.91	1.96
								Stockmen - Class 3 Hlprs., Learners	1.76	1.81	1.86
								Watchmen	1.69	1.74	1.79
								General Janitor	1.79	1.84	1.89
								Maint. Janitor	1.94	1.99	2.04

(Cont. on next page)

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Minnesota Minneapolis Local #974 (IBT)		Minneapolis Automobile Dealers' Assn.						(Cont. from preceding page) Article VIII -- Incentive Option Section 1. Only straight hrly. or wkly. rates shall apply, except that any employer shall adopt flat rate for a min. period of 90 days during the contract yr., if his employees in their respective classifications vote by a majority rule and secret ballot to adopt same. However, nothing in this section shall be construed to mean that charges for retail customer labor are necessarily on the same basis as charges for internal labor. There shall be no more than $1 spread between customer and internal work. Section 2. Employees shall be guar. the min. hrly. rate of pay for every hr. worked, to be computed on a wkly. basis. Overtime rates as specified in Sections 1 and 3 of Article VI, work wk. shall apply to employees on a flat rate basis; no flat rate shall be less than 46¢-53¢. Apprentice 1st 500 hrs. 55% Next 500 hrs. 60% " 1000 " 65% " " " 70% " " " 75% " " " 80% " " " 85% " " " 90% " " " 95% of journeymen's current wage rate

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

8

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Minnesota Minneapolis IBT - Local #974		Kayzmin Motors, Inc.	(Same as preceding agreement with Minneapolis Automobile Dealers' Assn., except health and welfare is $15.00 per month.)					
Minneapolis IBT - Local #974		Village Chev-rolet Co.	(Same as preceding agreement with Minneapolis Automobile Dealers' Assn., except health and welfare is $15.00 per month.)					

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES	Effective 4/1/60	4/1/61	4/1/62
Minnesota St. Paul IAM - Lodge #77	4/1/60 4/1/63	Associated Automobile Dealers of St. Paul, Inc.	Hrs.: 8 cons. hrs. between 7 AM & 6 PM, 40 hrs., 5 cons. days, M-F. "Reg." employees guar. 40 hrs. except slack periods, 35 hrs. for not more than 4 successive wks. & not more than 8 wks. in any one contract yr. O.T.: 1½ for 1st 4 hrs. 2x thereafter. 1½ Sat. before 1 PM. 2x Sat. after 1 PM. 2x - Sun. 3x - Hol. Shift: 10¢ (excl. stockman, testers, service salesmen & runners)	6½	1 1* 2 2*	$15.57 p/mo. * - Must work 1800 hrs. during preceding yr. If not, pro-rata vac.	--	Blacksmiths, Welders, Radiator Men, Frame & Wheel Alignment Men, Front End Men, Painters, Body Men, Fender Men, Automobile Trimmers & Machinists (spend more than 50% of their time at their trade)	$2.50	$2.60	$2.70
								Incentive Guar. Rate	2.43	2.53	2.63
								Machinists (spend less than 50% of their time at their trade), Specialists on Brakes, Speedometers, Carburetors, Radio Men, Welders, Service Salesmen, Testers & Mechanics	2.45	2.55	2.65
								Incentive Guar. Rate	2.38	2.48	2.58
								Sanders			
								Less than 6 mos.	1.96	2.01	2.06
								6-12 mos.	2.05	2.10	2.15
								1 yr.	2.13	2.18	2.23
								Greasers & Undercoaters			
								Less than 6 mos.	1.97	2.02	2.07
								More than 6 mos.	2.07	2.12	2.17
								Washers & Polishers			
								Less than 6 mos.	1.94	1.99	2.04
								More than 6 mos.	2.02	2.07	2.12
								Stockmen or Countermen			
								1st 12 mos.	1.95	2.00	2.05
								2nd 12 mos.	2.02	2.07	2.12
								3rd 12 mos.	2.08	2.13	2.18
								Errand Boy *	1.78	1.83	1.88
								Runners *	1.97	2.02	2.07

* - Any employee hired in the classification of "Errand Boy" or "Runner" after 4/19/54, may be employed as such for a period not to exceed 90 days at 10¢ under hrly. rate specified above.

NOTE: No incentive shall be less than 46½-53% of the labor charge.

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES		Effective 7/16/61	7/16/62
									7/16/60		
Missouri Kansas City IAM - Lodge #778 IBT - Local #682 or #498 Wage reopener in event of war on wages only.	7/16/60 7/15/63	Automobile Dealers of Greater K.C. & Vicinity	Hrs.: 8 cons. hrs. between 8 AM & 6 PM or, for Teamsters, 44 hrs. in 5 days, M-F, 4 - 9 hr. days & 1 8 hr. day. Reg. employees (incl. pick-up & del. of parts) guar. 44 hrs. p/wk., except parts dept. prev. on 40 hr. wk. Reg. work wk. M-F, except hrly. pd. employees in Service Dept. & Porters. Max. 50% of IAM employees on flat rate basis req. to work on a given Sat., max. 26 Sat. in 12-mo. period. (Cont. on following page)	6*	1 1 2 3 3 15	--	--	FLAT RATE Auto Mechanics, Body Repairmen, Car Painters, Trimmers & Radiomen (per flat rate hr.)	$2.25		$2.30
				* - Plus Nov. 11 if majority of other retail businesses in area close down.				Guar. M-F (40 hrs. @ $2.02½)	81.00		
								Guar. Sat. - 4 hrs. (ex reg. hrly. rate of pay)			
								New & Used Car Service-men - Hrly. Rate	2.28	$2.33	2.38
								When required to do major repairs requir-ing skill of journey-man mechanic	2.68	2.73	2.78
								Used Car Hlprs., Washers, Motor Riders & Porters			
								1st 90 days	1.25	1.30	1.35
								2nd 90 days	1.31	1.36	1.41
								6 mos.	1.47	1.52	1.57
								18 mos.	1.60	1.64	1.69
								Lubrication Men, Tow Truck Drivers, Under-coat Men, Pickup and Delivery of Parts, Other specialized Oprs., Rubdown Men, Util. Men, Hlprs. & Polishers			
								1st 90 days	1.30	1.35	1.40
								2nd 90 days	1.56	1.61	1.66
								6 mos.	1.67	1.72	1.77
								18 mos.	1.80	1.84	1.89

(Cont. on following page)

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
		Automobile Dealers of Greater K.C. & Vicinity	(Cont. from preceding page) O.T.: 1½ over 8 (or 40 Machinists & Parts Dept., excl. Pickup & Del. Men) (or 44, Teamsters) & 1½ over 4 Sat. or after 1 PM (Teamsters, except Porters) 2x - Sun. 2x - Hol. Shift: 10% (Porters & Car Parkers, when starting times agreed to must work 2 or more hrs. after 6 PM before 10% paid.) NOTE: Flat Rate employees 20 min. leeway permitted to finish job before 1½ pd.					(Cont. from preceding page) 7/16/60 / Effective 7/16/61 / 7/16/62 Counterman, Class A 1st 90 days — $1.30 / $1.35 / $1.40 2nd 90 days — 1.40 / 1.45 / 1.50 6 mos. — 1.50 / 1.55 / 1.60 1 yr. — 1.70 / 1.75 / 1.80 2 yrs. — 1.85 / 1.90 / 2.00 3 yrs. — 2.00 / 2.05 / 2.10 Apprentices - Automotive Mechanics 1st yr. - 1st 6 mos. 1.34 1st yr. - 2nd 6 mos. 1.44 2nd yr. - 1st 6 mos. 1.54 2nd yr. - 2nd 6 mos. 1.64 3rd yr. - 1st 6 mos. 1.74 3rd yr. - 2nd 6 mos. 1.84 4th yr. - 1st 6 mos. 1.94 4th yr. - 2nd 6 mos. Journeyman Rate Guarantees Lubrication Men - 50% of customer charge; min. 75¢ net; $1 for lub. job that cannot be done on left; 50% of customer labor charge for other work. Min. rate to lub. man - 25¢ p/job, incl. oil changes, but not incl. only oil added, on flat rate basis. When oil changed along with other work, lub. man receives 25¢ net. M-F $65. Sat. - 4 hrs. (6x reg. hrly. rate of pay) Full-Time Polishers - 50% of customer charge, less $2.50 for materials used; min. $6.50. M-F $65. Sat. - 4 hrs. (6x reg. hrly. rate) Undercoating (IBT) - $4.50 min.; includes hrly. rate pd. for such work.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Missouri St. Louis IAM - Dist. #9 Wage reopener in case of war or mobilization of armed forces.	8/1/59 7/31/64	Greater St. Louis Auto-motive Assn., Inc.	Hrs.: 8 hrs. between 7 AM & 5:30 PM, 5 days, M-F. O.T.: 1½ over 8 or in excess of employee's work wk. 2x - after 12 Noon Sat. 2x - Sun. 2x - Hol. Shift: 10% Flat Rate Employees: O.T. hrs. - flat rate + ½ hrly. rate or not less than 1½ hrly. rate. After 12 noon Sat., Sun. & Hols. - flat rate & hrly. rate or not less than 2x hrly. rate.	7	1 1 2 3 Eff. 1/1/60 3 15	$14.50 p/mo.	Eff. 8/1/62 - $17.35 p/mo.	Note: Please see following page for Wage Rates.

Missouri
St. Louis
IAM - Dist. #9

Greater St. Louis Automotive Assn., Inc.

WAGE RATES

	Effective 8/1/59	8/1/60	8/1/61	8/1/62	8/1/63
Journeymen Group No. 1					
Automotive Mechanics, Welders, Electrical Machinists and Automotive Air Conditioning Mechanics	$2.62½	$2.70	$2.77½	$2.82½	$2.87½
Wkly. Guar.	105.00	108.00	111.00	113.00	115.00
Journeymen Group No. 2					
Metal Men, Body, Fender, Painter, Radiator Repairmen and Trimmers	2.72½	2.80	2.87½	2.92½	2.97½
Wkly. Guar.	109.00	112.00	115.00	117.00	119.00
Employees Working on a Flat Rate System:					
Journeymen Group No. 1					
Automobile Mechanics, Welders, Electrical Machinists and Automotive Air Conditioning Mechanics	2.35½	2.43	2.50½	2.55½	2.60½
Wkly. Guar.	94.60	97.60	100.60	102.60	104.60
Journeymen Group No. 2					
Metal Men, Body, Fender, Painter, Radiator Repairmen and Trimmers	2.35½	2.43	2.50½	2.55½	2.60½
Wkly. Guar.	98.60	101.60	104.60	106.60	108.60
Service Salesmen and Towermen	2.75½	2.83	2.90½	2.95½	3.00½
Wkly. Guar.	110.20	113.20	116.20	118.20	120.20
Apprentice - Automotive Mechanics					
Start	1.89	1.96½	2.04	2.09	2.14
Wkly. Guar.	75.60	78.60	81.60	83.60	85.60
1st yr. - 2nd 6 mos.	1.99	2.06½	2.14	2.19	2.24
Wkly. Guar.	79.60	82.60	85.60	87.60	89.60
2nd yr. - 1st 6 mos.	2.09	2.16½	2.24	2.29	2.34
Wkly. Guar.	83.60	86.60	89.60	91.60	93.60
2nd yr. - 2nd 6 mos.	2.19	2.26½	2.34	2.39	2.44
Wkly. Guar.	87.60	90.60	93.60	95.60	97.60
3rd yr. - 1st 6 mos.	2.29	2.36½	2.44	2.49	2.54
Wkly. Guar.	91.60	94.60	97.60	99.60	101.60
3rd yr. - 2nd 6 mos.	2.39	2.46½	2.54	2.59	2.65
Wkly. Guar.	95.60	98.60	101.60	103.60	105.60
4th yr. - 1st 6 mos.	2.49	2.56½	2.64	2.69	2.74
Wkly. Guar.	99.60	102.60	105.60	107.60	109.60
4th yr. - 2nd 6 mos.	2.59	2.66½	2.74	2.79	2.84
Wkly. Guar.	103.60	106.60	109.60	111.60	113.60

Foremen - Not less than 10% abv. the min. hrly. rate in the proper job classification for journeymen, when using the tools of the trade.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Missouri St. Louis IBT - Local #618 Reopening on H. & W. 8/31/61. In event of war or mobilization of armed forces reopening on wages.	8/15/59 8/31/61	Greater St. Louis Automotive Assn., Inc.	Hrs.: 8 and 40, 5 days, between 7 AM & 5:30 PM, M-F. O.T.: 1½ over 8 & in excess of employee's work wk. & Sat. 2x - Sat. after 12 Noon. 2x - Sun. 3x - Hol. Shift: 10%	7	1 1 2 3 Eff. 1/1/60 3 15	$10.83 p/mo.	Eff. 8/1/62 $4.00 p/wk.	Note: Please see following page for Wage Rates.

WAGE RATES

Missouri			8/15/59	8/15/60	Effective 8/15/61	8/15/62	8/15/63
St. Louis IBT - Local #618	Greater St. Louis Automotive Assn., Inc.	AUTOMOTIVE GARAGE PARTS DEPT. EMPLOYEES CLASS A					
		Parts Mgr. (customarily handles parts and supervises 3 or more employees)	$2.90	$2.975	$3.05	$3.10	$3.15
		Parts Dept. Mgr. (customarily handles parts)	2.80	2.875	2.95	3.00	3.05
		Asst. Parts Mgr. (customarily handles parts)	2.60	2.675	2.75	2.80	2.85
		Parts Dept.					
		1st 3 mos.	1.895	1.97	2.045	2.095	2.145
		3 mos.	1.995	2.07	2.145	2.195	2.245
		* 6 mos.	2.145	2.22	2.295	2.345	2.395
		1 yr.	2.25	2.325	2.40	2.45	2.50
		2 yrs.	2.30	2.375	2.45	2.50	2.55
		3 yrs.	2.40	2.475	2.55	2.60	2.65
		4 yrs.	2.52	2.595	2.67	2.72	2.77
		* - Hlprs., Pickers, Packers, Parts Drivers, Order Fillers, Clerks progress to and including the 6 mos. rate only.					
		AUTOMOTIVE GARAGE SPECIALISTS CLASS A					
		Lubrication Men, Hvy. Truck Drivers (over 1 ton), Undercoat Men, Tire and Battery Dept. Employees and Other Specialized Oprs.					
		1st 6 mos.	2.225	2.30	2.375	2.425	2.475
		6 mos.	2.275	2.35	2.425	2.475	2.525
		Flat Rate	2.25	2.325	2.40	2.45	2.50
		CLASS B					
		Pressure Type Washer, Polishers, Utility Men, Paint Shop Hlprs.					
		Start	2.005	2.08	2.155	2.205	2.255
		6 mos.	2.075	2.15	2.225	2.275	2.325
		Flat Rate	2.25	2.325	2.40	2.45	2.50
		NOTE: There must be one Class A or B in all shops.					
		AUTOMOTIVE GARAGE LABORERS CLASS A					
		Washers (other than Pressure Type) Motor Riders, Pickup & Delivery Car Jockeys & Wipers					
		1st 3 mos.	1.825	1.90	1.975	2.025	2.075
		3 mos.	1.875	1.95	2.025	2.075	2.125
		6 mos.	1.925	2.00	2.075	2.125	2.175
		CLASS B					
		Night Porters and/or Sweepers (48 hrs.)					
		1st 90 days	1.40	1.46	1.52	1.56	1.60
		After 90 days	1.50	1.56	1.62	1.66	1.70
		Foremen	10% abv. min. hrly. rate in proper job classification				
		Guarantees: 40 hrs., except Class B Porters & Sweepers - 48 hrs.					

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Ohio Cleveland IBT - #964	5/1/59 4/30/61	Automobile Dealers (Buick, Chevrolet, Chrysler, De Soto, Dodge, Lincoln-Mercury, Oldsmobile, Plymouth & Pontiac)	Hrs.: 8 cons. Hrs., 40 hrs., M-F, between 8 AM & 6 PM. May sched. a shift before 8 AM, not earlier than 7 AM (except journeyman mech. or body shop employees). Lub. and garage men may be sched. for late closing. O.T.: 1½ over 8 or 40 & before or after req. sched. shift & Sat. 2x - Sun. 2x - Hol. Shift: 10%	6	1 1* 2 2** 3 15*** * - 2% ** - 4% *** - 6%	Employer pays $4 p/mo.; employee pays $3 p/mo. Employer also pays full cost of Hosp. & Surg. benefits. S.T. earnings previous year " "	--	Effective 5/1/59 5/1/60 Flat Rate Lubrication Men $1.73 $1.81 Garage Men 1.63 1.71 Undercoating 1.81 1.89 Hourly Lubrication Men 2.04 2.14 Garage Men 1st 30 days 1.87 1.97 After 30 days 1.94 2.04 Undercoating /1 Reg. rate + $1.50 p/job; 75¢ where undercoating is partially performed at factory. " " Note: All employees on hrly. rates prior to 5/1/59 receive 10¢ p/hr. 1st yr. and 10¢ p/hr. 2nd yr. Guars.: 40 hrs. Effective Flat Rate Guars.: 5/1/59 5/1/60 Lubrication Men 40 hrs. $81.60 $85.60 44 hrs. 93.84 98.44 48 hrs. 106.08 111.28 Garagemen (less than 1 mo. experience) 40 hrs. 74.80 78.80 44 hrs. 86.02 90.62 48 hrs. 97.24 102.44 Garagemen (thereafter) 40 hrs. 77.60 81.60 44 hrs. 89.24 93.84 48 hrs. 100.88 106.08

NOTE: Flat Rate Labor Schedule (Time Allotments) attached to agmt.

/1 - This applies only to employees on payroll as of 5/1/59.

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Ohio Cleveland IAM - Lodge #1363	5/1/59 4/30/61	Automobile Dealers (Buick, Chevrolet, Cadillac, Chrysler, De Soto, Dodge, Ford, Lincoln-Mercury, Oldsmobile, Plymouth, Pontiac)	Hrs.: 8 cons. hrs., 5 days, M-F. 40 hrs. (32 hrs. in hol. wk.) O.T.: 1½ over 8, before or after sched. shift (employer may sched. shift, except journeyman mech. or body shop empl., at 7 AM), Sat. (4 hrs. min.) O.T. rate for flat rate, pc. work or percentage empls. (auto mechs., body repairmen, painters): M-F 1½ avg. hrly. earnings for entire period M-F, but no less than: $3.975 (eff. 5/18/59); $4.125 (eff. 5/1/60) Sat. - Other than Ford mech. as per abv. Ford mech. (on flat rate basis): (Cont. on following page)	6 *-2% ST earnings prev. yr. **-4% " " ***-6% " "	1-1* 2-2** 3-15***	Employee pays $3 p/mo. & employer $4 p/mo. for following benefits $2,000 group life ins. w/paid up & cash values; $2,000 A D & D (24 hr. coverage $30/wk. sickness & accident benefit for 26 wks. Employer pays full cost of H & S Ins. for employee & dep., incl. cost increases during (Cont.)	--	Effective 5/1/59 5/1/60 Mechanical Operations (excl. body & paint work) Lincoln-Mercury Dealers- (Flat Rate Hr.) /1 $2.43 $2.46 All Other Lines - (Flat Rate Hr.) /1 2.36 2.46 Body Shop & Painting Operations /2 2.36 2.46 Body Work (Percentage Basis) Body Repairmen, Painters and/or Trimmers 50% of labor chg. made to customer Per Wk. /3 $6.00 /4 Hourly Rate Basis /5 Journeymen Auto Mechs., Body Repairmen and Painters 2.65 2.75 Lubrication Men 2.04 2.14 Garagemen 1st 30 days 1.87 1.97 30 days 1.94 2.04 Garagemen or Lubrication Men Undercoating Reg. Hrly. Rate + $1.50 p/job. Porcelainizing Reg. Hrly. Rate + $1.00 p/job. New Car Inspection & Adjustments /6 Mechanics - pd. on hrly. rate basis as above. Installation of accessories and tear down work on new cars - on flat rate basis. Used Cars (incl. off-brand cars) /6 Pd. on hrly. basis. (Cont. on following page)

AUTOMOBILE DEALERS (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
			(Cont.)			(Cont.)		(Cont.)
Ohio Cleveland IAM - Lodge #363		Automobile Dealers	O.T. rate - $3.14, hrly. guar. $3.77, eff. 5/18/59; O.T. rate $3.23, hrly. guar. $4.25, eff. 5/1/60. 2x - Sun. 2x - Hol. Shift: After 6 PM - 10%.			term of contract. Note: Total monthly prem. is $18.10 per employee. In event of inc. in sick-ness & accident rates only, amt. of employer's cont. will be correspondingly adjusted.		Guarantees Employees on hrly. rate - 40 hrs. Employees on flat rate basis (for 40 hrs.) 5/1/59 5/1/60 Journeymen Auto Mechs., Body Repairmen, Painters $106.00 $110.00 Lubrication Men 81.60 85.00 Garagemen 1st 30 days 74.80 78.80 After 30 days 77.60 81.60 Employee required to diagnose repair work -- paid S.T. rate of avg. hrly. earnings for preceding cal. quarter of yr., and, if he performs the work, addt'l compensation as provided above. Note: Method of pay in any dept. (flat rate or hrly. basis) to be uniform throughout dept. unless otherwise agreed to in writing. Note: See excerpts from this contract dealing with manuals and protection against inequities on page 22 of this report.

/1 - As per factory manuals and/or supplements.
/2 - Allowances for flat rate based on estimates to customer.
/3 - Provided works 3 or more full days per wk.
/4 - Employees on payroll as of 5/1/59. New employees do not receive this $6.
/5 - Hrly. rate reflect increase of 10¢ for 1st yr. and 10¢ for 2nd yr.
/6 - No employee prev. on flat rate basis compelled to take this job.

EXCERPTED FROM AGREEMENT BETWEEN

AUTOMOBILE DEALERS - (CLEVELAND, OHIO), AND INTERNATIONAL ASSOCIATION OF MACHINISTS,

LODGE #1363 - Eff. 5/1/59 Exp. 4/30/61

XIX. OLD OPERATIONS CONTINUED ON NEW MODELS

19.1 Whenever a new model in a particular line of cars comes out before a factory flat rate manual or supplement applicable to that model comes out and particular operations on the new model are similar with the same operations on previous models for which time allotments appear in the then current flat rate manual then being used by the Employer, then, and in that event only, said time allotments shall be continued in effect for those operations until a factory flat rate manual or supplement fixing time allotments for those operations comes out, after which time that factory flat rate manual or supplement shall apply.

XX. NEW OR CHANGED OPERATIONS ON NEW MODELS

20.1 Whenever a new model in a particular line of cars comes out and the servicing of said new model requires the performance of new operations or changed operations for which no time allotments appear in the then current flat rate manual then being used by the Employer, then, and in that event only, said new operations formed on an hourly basis, provided, however, that upon sixty (60) days' prior written notice given by the Union or by the Employer's representative after the coming out and servicing of said new model or models at day rate, the Union and the representatives of all the signatory dealers shall meet and determine what shall be done with respect to said new or changed operations pending publication of time allotments therefor by the Manufacturer, at which time the new factory manual or supplement shall be placed into effect.

XXI. MANUALS AND SUPPLEMENTS USABLE UNDER THIS AGREEMENT LINE OPERATIONS - NOT BODY WORK

21.1 The flat rate manuals usable under this agreement shall be:

(a) 1956 and prior models. All time allotments in effect as of the date of this agreement in the service garage of each signatory Employer, including those referred to in the 1956-57 contracts between the parties dated June 7, 1956, shall continue in effect for the term of this agreement without change.

(b) 1957-1958-1959-1960-1961 Models. Latest factory flat rate manuals and supplements to be used, subject to Par. 22.1 of this agreement.

(c) No Charge Items. Uniform time allotments for "No Charge" items appearing in the factory flat rate manuals and for unlisted operations commonly performed but for which no time allotments appears in the factory flat rate manuals and not heretofore negotiated shall be negotiated by the Union and all the Signatory Dealers for each particular line of cars which uniform time allotments shall thereafter be made and considered as a part of the usable factory flat rate manual for that particular line of cars.

XXII. PROTECTION AGAINST INEQUITIES - ALL LINES

22.1 The Employers and the Union agree that adherence to the time allotments set forth in the then current factory flat rate manuals and supplements is highly desirable. However, in the negotiations leading to this agreement the Union alleged the existence in such manuals, or in such supplements, of obvious inequities outside of and away beyond the usual "give and take" of incentive standards. The Union called these "horrible inequities". The purpose of this Section XXII of this agreement is to provide a procedure for the solution of this problem.

22.2 The foregoing procedural steps as set forth in this section and the paragraphs following, are usable only for the latest current model vehicles, and/or current factory manuals or supplements.

3 Any flat rate line mechanic to whom is assigned the performance of an operation upon the latest current model vehicles and or current factory manuals of supplements in his Employers' line of cars or trucks who by reason of his experience on that operation is of the opinion that the factory time allowment applicable to said operation is a "horrible inequity" shall have the right to perform that operation as day work at the applicable rate then in effect, instead of at the applicable rate per flat rate hour times the time allotment specified by the factory for that operation, provided he then and there so advises the Service Manager and fills out and signs a Day Work Ticket in triplicate in the form which is hereto attached as Exhibit C and returns the original and both copies thereof to the Service Manager.

4 Upon delivery of the triplicate Day Work Ticket signed by the flat rate line mechanic to the Service Manager, the employee shall proceed with the job at day work and the Service Manager shall deliver two copies of the executed Day Work Ticket to the employee's Shop Steward and retain the other copy for the Employer's files.

.5 Within a reasonable time after receipt of a Day Work Ticket signed by an employee, the Shop Steward shall convene the Shop Committee who shall consider the merits of said Day Work Ticket. The Shop Committee shall have the authority and obligation to decide whether that particular Day Work Ticket shall be further processed, as hereinafter provided, or nullified by action of the said Shop Committee.

22.6 In the event a particular Day Work Ticket is nullified by the Shop Committee, said Committee shall indicate its conclusion by endorsement on the Day Work Ticket and return said ticket to the Service Manager. Thereafter, and in such event, that operation shall be performed exclusively at flat rate at the time allotment then stated in the then current factory manual or supplement by all of the flat rate mechanics in the Employer's shop.

22.7 In the event the Shop Committee decides that a particular Day Work Ticket has merit and should be further processed, the Shop Committee shall indicate its conclusion by endorsement thereon and shall send a copy of said Day Work Ticket so endorsed to the Union. The Employer's Service Manager shall also be informed of the Committee's action, and thereafter, and in such event, that operation shall be performed exclusively at day work at the applicable rate then in effect by all of the flat rate mechanics in the Employer's Shop.

22.8 The Union agrees to create from the flat rate line mechanics in the employ of the signatory Employers who are enfranchised to deal in the Employer's particular line of cars a Screening Committee, the members of which shall be selected and may be replaced and which shall act under the direction of the Union. The membership of the said Committee shall be large enough to be truly representative of the shops of all the signatory Employers in that particular line of cars.

22.9 Within a reasonable time after receipt by the Union of its endorsed copy of a Day Work Ticket from a Shop Committee, the Union shall convene the Screening Committee for the purpose of considering the operation appearing upon the Day Work Ticket. The said Screening Committee shall have the authority and obligation to decide whether that particular Day Work Ticket shall be further processed, as hereinafter provided, or nullified by action of the said Screening Committee.

22.10 In the event a particular Day Work Ticket is nullified by action of the Committee, the Union shall promptly inform in writing the Employer's Representative who shall in turn notify each signatory Employer in that particular line of cars that a Day Work Ticket challenging the time allotment for that particular operation has been nullified by the Screening Committee. Thereafter, and in such event, that operation shall be performed exclusively at flat rate at the time allotment then stated in the then current factory manual or supplement in all of the shops of the signatory Employers in that particular line of cars without any retroactive effect.

22.11 In the event the Screening Committee decides that a particular Day Work Ticket shall be further processed, the Union shall send written notice to that effect to the two Chairmen of the Joint Standards Committee.

22.12 The Joint Standards Committee shall be composed of four persons, who shall be selected and may be replaced, two

by the Employer's Representative for that particular line of cars, hereinafter called the Employer Members, and two by the Union, hereinafter called the Employee Members. The Employer Members may be Service Managers or Dealers or both. The Employee Members may be Flat Rate Line Mechanics or Business Representatives of the Union or both. The Employer Members shall jointly have one vote and no fractions. The Employee Members shall jointly have one vote and no fractions. The Employer Members and the Employee Members shall each choose a Chairman of their group and notify the Union and the Employer's Representative of their selection. The Chairmen so chosen shall alternate from month to month in presiding at the meetings of the Committee. At the Union's option the procedural provisions of this section and those sections that follow may be bypassed and the Union may submit to a joint standards committee, selected in accordance with this paragraph, a list of inequities, and the committee shall meet in accordance with this section. It being further agreed that when the Standards Committee has agreed on an adjustment such adjustment will remain in effect for the life of this Agreement.

13 The Joint Standards Committee shall meet upon call by either of its Chairmen at a time and place mutually convenient upon five (5) days' written notice to its members by the Chairman calling the meeting.

14 The Joint Standards Committee for a particular line of cars and trucks, without other representatives, shall have the duty to meet, consider, and dispose of the Day Work Tickets referred to it by the Screening Committee. Either of the Chairmen of the Committee may request and obtain an adjournment of any meeting to a subsequent mutually convenient day when he deems it necessary.

22.15 Disposition of any Day Work Ticket by the Joint Standards Committee is limited to the following:

(a) By unanimous action the Committe may nullify a Day Work Ticket, in which event the Committee shall so report in writing, over the signatures of all of its members, to the Union and to the Employer's Representative who shall in turn notify each Signatory Employer in that particular line of cars that a Day Work Ticket challenging the time allotment for that particular operation has been nullified by the Joint Standards Committee. Thereafter, and in such event, that operation shall be performed exclusively at flat rate at the time allotment then stated in the then current factory manual or supplement in all of the shops of the signatory Employers in that particular line of cars without any retroactive effect.

(b) By unanimous action the Committee may adjust the operation involved in any Day Work Ticket, in which event the Committee shall report in writing, over the signatures of all of its members, to the Union and to the Employer's Representative who shall in turn notify each Signatory Employer in that particular line of cars that the operation has been adjusted by the Committee from. . . . . hours to. . . hours. Upon receipt of said report the adjusted time allotment shall be placed into effect immediately in all

of said shops without any retroactive effect.

(c) Failing to agree on nullifying a particular Day Work Ticket or upon adjustment of the operation described on that ticket, the Committee shall so report in writing, over the signatures of all of its members, to the Union and to the Employer's Representative who shall in turn notify each Signatory Employer in that particular line of cars that a Day Work Ticket challenging the time allotment for that particular operation has been considered by the Joint Standards Committee and that its members have failed to agree on either nullification or adjustment. Upon receipt of said report that particular operation shall thereafter be performed exclusively as day work at the applicable rate then in effect in all of said shops without any retroactive effect as long as the then current factory manual or supplement is in effect.

22.16 No Employer shall make any agreement with his employees, nor shall any such agreement be demanded, whereby time allotments are established for any operation not appearing in the flat rate manuals or supplements properly in use under this agreement, except as provided in paragraph 20 of this agreement.

22.17 No Employer shall make any agreement with his employees, nor shall any such agreement be demanded, whereby time allotments are changed from

those appearing in the applicable factory flat rate manuals or supplements, except as provided otherwise herein.

22.18 Realizing that the spirit in which the foregoing paragraphs in this article of this agreement are observed and administered will determine their success or failure, the parties further agree that their intentions are that it be limited to obvious inequities which are outside of and away beyond the usual "give and take" of incentive standards and that no wholesale revision of time allotments is intended.

22.19 The Employer, acting in cooperation with the Signatory Dealers in its line of cars, reserves the right, without prejudice to the above procedure, to present to the factory for restudy and possible adjustment any flat rate time allotments deemed inequitable. The Union and its members agree to co-operate fully in the accumulation and preparation of the necessary data for that purpose.

22.20 The Employers agree to compile and furnish to the Employers' Representative for transmission to the Union the following separate reports as to the average hourly earnings of its flat rate line mechanics and of its body repairmen, painters and/or trimmers working on an incentive basis, twice - annually:

Report No.	Date of Report	Reporting Period
1	Jan. 15, 1960	May 1, 1959 - Dec. 31, 1959
2	May 15, 1960	Jan. 1, 1960 - Apr. 30, 1960
3	Jan. 15, 1961	May 1, 1960 - Dec. 31, 1960
4	May 15, 1961	Jan. 1, 1961 - Apr. 30, 1961

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Ohio Toledo IBT - #20	2/10/59 2/10/61	Toledo Automobile Dealers Assn.	Hrs.: 8 hrs. in 9 cons. hrs. 40 hrs., M-Sat. Guar. 40 hrs. at ST & 4 hrs. at 1½ O.T.: 1½ over 8 or 40 & Sat. 2x - Sun. (except watchmen - 1½) 2x - Hol. Shift: 5¢	6	1 1 2 3	Company provides coverage. Employee has option to buy dependent hosp. coverage		Effective 12/10/59 12/10/60 Experienced Lubricator $2.12 $2.09 Inexperienced Lubricator 1st 3 mos. 1.96 2.03 Wash Rack and Car Polisher 1.96 2.03 Garage Men 1.96 2.03 Stock Men and Parts Counter-men 1st 6 mos. 1.85 1.92 2nd 6 mos. 2.08 2.15 3rd 6 mos. 2.13 2.20 Thereafter 2.25 2.32 Incentive Operations Lubricator 33¢ Oil Change 25¢ Add Oil 5¢ p/qt. Add Grease 5¢ p/lb. Add Auto Transmission Fluid 5¢ p/qt.

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Wisconsin Milwaukee IAM-Lodge #510 IBT-Local #257 Wage reopening on 60 days' notice.	6/1/60 6/1/61	Walter Laev, Inc., Gordon Motor, E. A. Swendson, Inc., Soerems Motor Co., Northwestern Motor Car Co., W. M. Heiser Co. (Ford Dealers)	Hrs.: 8 cons. hrs., starting between 7 AM & 9:30 AM. No shift starting between 9:30 AM and 12 Noon 5 days, M-F. O.T.: 1½ over 8 or 40 & before & after reg. hrs. & Sat. 2x - Sun. 3x - Hol. Shift: 10%	6	1 1 1 wk. 2½ da. after 3 yrs. 2* 5 2**10 * - 80 ** - 90	Present plan to continue. hrs.' pay. hrs.' pay.	--	Automotive Machinists $2.50 Journeymen (Automotive Mechanics, Electrical Machinists, Ignition & Battery Repairmen, Radiator Men, Welders, Automobile Trimmers, Automobile Painters, Blacksmiths, Specialists on Brakes, Speedometers, Carburetors, Radio Repairmen) 2.40 Journeymen Metal, Body & Fender Men, Frame & Axle Straightening 2.55 Service Salesmen 2.40 Assistant 2.15 Shop Maintenance 2.40 Leadmen - 10¢ p/hr. abv. highest journeyman's rate Tiremen Experienced 1.95 Inexperienced 1.85 60 days 1.90 6 mos. 1.95 Lubricators Experienced 1.85 Inexperienced 1.75 60 days 1.80 6 mos. 1.85 Underseal Experienced 1.90 Inexperienced 1.80 60 days 1.85 6 mos. 1.90 Washers, Polishers, Tankers, Sanders & Rubbers and Misc. Help Experienced 1.75 Inexperienced 1.65 60 days 1.70 6 mos. 1.75

(Cont. on following page)

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Wisconsin Milwaukee IAM-Lodge #510 IBT-Local #257		Ford Dealers						(Cont. from preceding page) Pick-Up & Delivery Men Experienced 1.70 Inexperienced 1.60 60 days 1.65 6 mos. 1.70 Janitors & Porters Experienced 1.70 Inexperienced 1.65 6 mos. 1.70 Countermen, Telephone Order Clerks, Panel Truck Parts Salesmen and Shop Clerks Experienced 1.90 Inexperienced 1.70 60 days 1.75 6 mos. 1.80 1 yr. 1.85 2 yrs 1.90 Helpers Pickers, Packers, Stockmen & Order Fillers Experienced 1.75 Inexperienced 1.65 60 days 1.70 6 mos. 1.75 Shipping and/or Receiving Clerk Experienced 1.80 Inexperienced 1.75 60 days 1.80 6 mos. 1.85

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
			E A S T E R N	C O N F E R E N C E				
Pennsylvania Philadelphia IAM-Lodge #724 IBT-Local #596	1/27/60 11/1/62	Plachter Cadillac & Oldsmobile Company	Hrs.: 5 cons. days, 8, 40. O.T.: 1½ over 8 & Sat. (except Flat Rate Mechs. receive min. $12 for 4 hrs. in AM). Flat Rate Mechs. - 1½ over 40.	7	1 1 2 3 3 10	IAM $8.65 p/mo. + Blue Cross & Blue Shield for dependents. IBT $3 p/wk.	--	1st Class Mechanic — 50% of labor rate or $85, whichever is greater pegged on a $5 limit $2.12½ p/hr. min. guar. New and Used Car Internal Man 1st yr. — $1.75 (5¢ raise every quarter after 1st yr., until it reaches the prevailing 1st Class Mechanics' rate) 1,000 Mile Check-Up — $5.00 p/hr. TSI & AFA Services — 50% and the factory rate pegged at a $5 limit. New Car Conditioning & Used Car Work — 50% of labor rate set at $4.50 p/hr.

NOTE: There shall be deducted from each flat rate hour in excess of $85 ten cents from the employers 50% of the labor rate, and ten cents from the employees 50% of the labor rate. This is to be put aside and be known as a "Come-Back-Fund." This money is to be used where there is a bona fide come-back on or against the merhan. When fund reaches $500, both parties shall cease contributing to fund and shall not contribute again until it falls below $500. A statement showing the breakdown and the amount in "Come-Back-Fund" will be given to the Steward twice yrly. If in the future the employer and the employees mutually agree to dissolve this flat rate system, then this money known as the "Come-Back-Fund" shall be divided equally between these two parties.

	Effective 1/27/60	11/1/60	11/1/61
Jockey (Pickup & Delivery)	$1.65	$1.70	$1.80
Lubricator	1.70	1.75	1.85
General Garage Man	1.60	1.65	1.75
Undercoater	1.40 p/car + hrly. rate		
New Employees 30 days	10¢ p/hr. less than min. rate Min. Rate		

40-hr. wkly. guar.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H & W.	PENSION	WAGE RATES	Effective 5/5/60	Effective 5/5/61
Pennsylvania Pittsburgh IBT - Local #2b	5/5/60 5/4/62	Allegheny County Automotive Service Assn.	Hrs.: 8 and 40, M-F. O.T.: 1½ over 8 or 40 & Sat. 2x - Sun. 3x - Hol. (except Watchmen - 2x) Shift: 10% (except watchmen)	7	1 wk. 1 wk. 1 1 wk. 2 1 wk. 3 2 wks	$12 p.mo. - 1 day - 2 days- 3 days-4 -5	--	Chief Parts Men	$2.54	$2.61
								Asst. Chief Parts Men	2.39	2.46
								Tow Truck Drivers	2.29	2.36
								Parts Shippers & Receivers	2.29	2.36
								Countermen	2.29	2.36
								Steam Jenny & Kolene Process (prs.	2.19	2.26
								Pick-Up Drivers	2.19	2.26
								Stockroom Clerks	2.14	2.21
								Undercoat Oprs.		
								No Experience	2.14	2.21
								30 Days	2.29	2.36
								Car Location Oprs.	2.09	2.16
								Motorcycle Drivers	2.04	2.11
								Garage Utility, Polishers, Washers, Car Shifters, Chauffeurs and Blue Coral Men	2.04	2.11
								Lubricators		
								No experience	1.94	2.01
								30 days	2.19	2.26
								Janitors, Porters	1.94	2.26
								Stockroom Record Clerks	1.89	1.96
								Elevator Oprs.		
								Freight	1.94	2.01
								Passenger	1.89	1.96
								Watchmen	1.79	1.86
								Parts Billing Clerks	1.84	1.91
								Parts Handlers & Placers		
								No experience	1.84	1.91
								30 days	1.94	2.01
								120 days	2.04	2.11
								Control Tower Oprs.	2.51	2.58

(Cont. on following page)

AUTOMOBILE DEALER (GARAGES & STOCKROOMS) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & AUTO PAINTER CONTRACTS

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Pennsylvania Pittsburgh IBT - Local #926								(Cont. from preceding page) NOTE: No employee classified as a Parts Handler and Placer will be permitted to do any counter work at any of the establishments covered by this agmt. unless a regular employee classified as a Counterman is employed and so paid at such establishment. * - Any employee classified as a Parts Handler and Placer who works more than 20% of his time during any workweek as a Counterman shall be paid the Counterman wage rate for said week.
Pittsburgh IBT - Local #926		Murdock Chevrolet Co.	(Same as preceding agmt. with Allegheny County Automotive Service Assn.)					
Pittsburgh IBT - Local #926		Powers Cadillac, Inc.	(Same as preceding agmt. with Allegheny County Automotive Service Assn., except the classifications of Elevator Operators (Freight & Passenger) and Control Tower Operators are not included in the Powers' agmt.					

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Pennsylvania								
Pittsburgh IAM - Lodge 1060	5/5/60 5/5/61	Allegheny County Automotive Service Assn.	Hrs.: 8 hrs., 40 hrs. M-F. O.T: 1½ over 8 or 40 & Sat. 2x - Sun. 2x - Hol. Shift: 10%	7	1 wk. - 1 yr. 1 wk. 1 day - 2 yr. 1 wk. 2 days - 3 yrs. 1 wk. 3 days - 4 yrs. 2 wks.- 5 yrs.	Eff. 5/5/60 $5.35 p/mo.		Journeyman — Eff. 5/5/60 Mechanics, Electricians, Body & Fender Men, Painters, Specialists — $2.65 Mechanics — 2.55 Service Salesmen — 2.65 Testers — 2.65 Maintenance Men — 2.45 Mechanics' Hlprs. — 2.10 Working Shop Foremen (incl. Master Painters and Master Metal Men) — 10% over hrly. rate paid to journeyman mechanics Apprentices: Starting rate not less than 50% of journeymen mechanics rate: increase each 6 mos. during 4 yr. period, equal to 1/8 difference between starting rate & prevailing journeymen mechanic's rate.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Pennsylvania								
Pittsburgh IBT - #926	5/5/60 5/4/61	Clark Chevrolet Co.	Hrs. 8 & 40, M-F. O.T.: 1½ over 8 or 40 & Sat. 2x - Sun. 3x - Hol. (except watchmen, 2x) Shift: 10% (except janitors, porters, & watchmen)	7	1 - 1 wk. 1 day - 2 1 wk. 2 days- 3 1 wk. 3 days- 4 2 - 5 3 - 15	$5.35 p.mo. (for Blue Cross & Blue Shield for employee	-----	

WAGE RATES	Effective 5/5/60
Chief Parts Men	$2.60
Asst. Chief Parts Men	2.45
Tow Truck Drivers	2.35
Parts Shippers and Receivers	2.35
Countermen	2.35
Pick-Up Drivers	2.25
Stockroom Clerks	2.20
Undercoat Oprs.	
No experience	2.20
30 Days	2.35
Garage Utility, Polishers, Washers, Car Shifters, Chauffeurs, and Blue Coral Men	2.10
Lubricators	
No experience	2.00
30 Days	2.25
Janitors, Porters	2.00
Stockroom Record Clerks	1.95
Watchmen	1.85
Parts Handlers and Placers	
No experience	1.90
30 Days	2.00
120 Days	2.10

Note: An employee classified as a Parts Handler and Placer who works more than 20% of his time during any work week as a Counterman shall be paid the Counterman wage rate for said week.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Pennsylvania								
Pittsburgh IBT - #926	5/5/60 5/4/61	Di Bella Buick Co.	Hrs.: 8 & 40, M-F. O.T.: - 1½ over 8 or 40 and Sat. 2x - Sun. 3x - Hol. Shift: 10% (except janitors, porters and watchmen)	7	1 - 1 wk. 1 day - 2 wk. 2 days -3 wk. 3 days -4 wk.-5 wk. - 15	-----	-----	Effective 5/5/60 Chief Parts Men $2.60 Pick-Up Drivers 2.25 Garage Utility, Polishers, Washers, Car Shifters, Chauffeurs & Blue Coral Men 2.10 Lubricators 2.25 Janitor, Porters 2.00 Note: Any employee classified as a Parts Handler and Placer who works more than 20% of his time during any work week as a Counterman shall be paid the Counterman wage rate for said week.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Pennsylvania Pittsburgh IBT - #926	5/5/60 5/4/61	Fisher Ford Sales, Inc.	Hrs.: 8 & 40, M-F. O.T.: 1½ over 8 or 40 & Sat. 2x - Sun. 3x - Hol. Shift: 10% (except watchmen)	7	1 - 1 1 wk. 1 day - 2 1 wk. 2 days - 3 1 wk. 3 days - 4 2 wks. 5	-----	-----	Effective 5/5/60 Chief Parts Men $2.60 Asst. Chief Parts Men 2.45 Tow Truck Drivers 2.35 Parts Shippers & Receivers 2.35 Countermen 2.35 Pick-Up Drivers 2.25 Stockroom Clerks 2.20 Undercoat Oprs. No experience 2.20 30 Days @ 2.35 Car Location Oprs. 2.15 Motorcycle Drivers 2.10 Garage Utility, Polishers, Washers, Car Shifters, Chauffeurs and Blue Coral Men 2.10 Lubricators No experience 2.00 30 Days 2.25 Janitors, Porters 2.00 Storkroom Record Clerks 1.95 Watchmen 1.85 Parts Billing Clerks 1.90 Parts Handlers and Placers No experience 1.90 30 Days 2.00 120 Days 2.10

WAGE RATES: (Cont.)
An employee classified as a Parts Handler and Placer who works more than 20% of his time during any workweek as a Counterman shall be paid the Counterman wage rate for said week.

Note: No employee classified as a Parts Handler and Placer will be permitted to do any counter work covered by this agmt. unless a regular employee classified as a Counterman is employed and paid the Counterman's rate.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES	
Pennsylvania									Effective 18 mos. from 4/13/59
Pittsburgh IAM - #1060 IBT - #926	4/13/59 5/21/61	Homestead Buick Co.	Hrs.: 5 cons. 8 continuous hr. days, 40 hrs., M-F O.T. 1½ over 8 or 40 & outside reg. working sched. and Sat. 2x - Sun. 3x - Hol. Shift: 2nd. 5% 3rd. 10%	7	1 - 1 1 wk. 1 day - 2 1 wk. 2 days 3 1 wk. 3 days 4 2 - 5	-----	------	Chief Parts Men Asst. Chief Parts Men Tow Truck Drivers Parts Shippers and Receivers Countermen Steam Jenny and Kolene Process Oprs. Pick-Up Drivers Stockroom Clerks Undercoat Oprs. No experience After 30 days Car Location Oprs. Motorcycle Drivers Garage Utility, Polishers, Washers, Car Shifters Chauffeurs and Blue Coral Men Lubricators No experience After 30 days Janitors, Porters Stockroom Record Clerks Elevator Oprs. Freight Passenger Watchmen Parts Billing Clerks Parts Handlers and Placers No experience After 30 days After 120 days Control Tower Oprs.	$2.45 2.30 2.20 2.20 2.20 2.10 2.10 2.05 2.05 2.20 2.00 1.95 1.95 1.85 2.10 1.85 1.80 1.85 1.80 1.70 1.75 1.75 1.85 1.95 2.42

(Continued on following page)

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Pennsylvania Pittsburgh IAM - #1060 IBT - #926								(Continued from preceding page) An employee classified as a Parts Handler and Placer who works more than 20% of his time during any workweek as a Counterman shall be paid the Counterman wage rate for said week. Effective 4/13/59 Journeyman Mechanic $2.50 Journeyman Body & Fender 2.50 Service Salesman 2.50 Maintenance Men 2.30 Apprentice 70% of the Journeyman Rate Working Shop Foreman 10% over hrly. rate pd. to Journeyman Mechanics Note: An apprentice (Mechanics) shall receive an increase in rate p/hr. every 6 mos. until he has served his 4 complete yrs. as an apprentice. This increase shall be equivalent to 1/8 of the difference between the starting rate and the Journeyman Mechanic's rate. FLAT RATE EMPLOYEES 50% of established rate (labor charge $5.50 p/hr.) " " " guar. wage computed on avge. of $20 per day on wkly. basis or fraction of week worked by employee.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Pennsylvania								
Pittsburgh IBT - #926	5/5/59 5/4/61	Kenny Ross Chevrolet, Inc.	Hrs.: 8 & 40, M-F. O. T.: 1½ over 8 or 40 & Sat. 2x - Sun. 3x - Hol. (except watchmen, 2x) Shift: 10% (except watchmen)	7½	1 - 1 1 wk. 1 day - 2 1 wk. 2 days -3 1 wk. 3 days -4 2 - 5	------	------	

WAGE RATES	Effective 5/5/59	Effective 5/5/60
Chief Parts Men	$2.54	$2.63
Asst. Chief Parts Men	2.39	2.48
Tow Truck Drivers	2.29	2.38
Parts Shippers and Receivers	2.29	2.38
Countermen	2.29	2.38
Pick-Up Drivers	2.19	2.28
Stockroom Clerks	2.14	2.23
Undercoat Opers.		
No experience	2.14	2.23
30 Days	2.29	2.38
Car Location Opers.	2.09	2.18
Motorcycle Drivers	2.04	2.13
Garage Utility, Polishers, Washers, Car Shifters, Chauffeurs and Blue Coral Men	2.04	2.13
Lubricators		
No experience	1.94	2.03
90 Days	2.19	2.28
Janitors, Porters	1.94	2.03
Stockroom Record Clerks	1.89	1.98
Watchmen	1.79	1.88
Parts Billing Clerks	1.84	1.93
Parts Handlers and Placers		
No experience	1.84	1.93
90 Days	1.94	2.03
120 Days	2.04	2.13

WAGE RATES: (Cont.)
An employee classified as a Parts Handler and Placer who works more than 20% of his time during any work-week as a Counterman shall be paid the Counterman wage rate for said work.

No employee classified as a Parts Handler and Placer will be permitted to do any counter work covered by this agmt. unless a regular employee classified as a Counterman is employed and paid the Counterman's rate.

Automobile Dealer (Garages & Stockrooms) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & Auto Painter Contracts

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
			WESTERN	CONFERENCE				
California Oakland IBT #78 IAM #1546 Auto Painters - #1176	6/1/60 6/1/65 Reopening 6/1/62 & each 6/1 thereafter on wages, & Health & welfare.	East Bay Motor Car Dealers, Inc.	Hrs: 5 cons. 8 hr. days, 40. 8 or 9 A.M. to 5 or 6 P. M., M-F. IAM: As per Master agmt., except Service Salesmen may work 9 hrs. with different starting and quitting times. 9th hr. pd. either ST + incentive or commission or 1½. Auto Painters As per Master agmt. IBT - As per Master agmt., except Used Car Lot Attendant, Sat. 1¼. Service Salesmen, may work 9 hrs. with different starting and quitting times. 9th. hr. pd. either ST + incentive or commission or 1½.	8* plus Admission Day if celebrated in Oakland & plus 2 hrs. on Presidential Election Day.	1 - 1* 2 - 2 3 -10 * 1200 hrs. of employment, excl. O.T.) in cal. yr. determines eligibility.	East Bay Motor Car Dealers Welfare Plan	Eff. 6/1/60 $5 p/mo. ($60 max. p/yr.) Eff. 6/1/62-6/1/67 $17.50 p/mo. ($210 max. p/yr.)	IAM Journeymen: Automotive Machinists, Automotive Body & Fender Machinists, Automotive Welders, Automotive Trimmers, Automotive Truck Mechanics Automotive Ignition and Electrical Mechanics, Automotive Mechanics (Regular) — P/Day* $25.40 Working Foremen — 24.40 Journeymen (Combination Duties) — 10% over wage rate Journeymen (Specialty Duties) — $1 p/day more than mech. scale. $1 p/day more than mech. scale. P/Mo. Automotive Parts Mgr. — $510.40 Automotive Asst. Parts Mgr. — 490.50 Automotive Sr. Parts Technician — 483.45 Service Salesmen — 514.05 P/Day Auto Painters Spraymen, Colormatchers, Stripers. — 25.40 Sanders and Rubbers — 10% above wage rate Working Foremen P/Day Teamsters Underseal Applicators (Chassis only) — $21.75 Combination Underseal Applicators and Lubricators, Washers and Polishers — 21.20

Hrs. and Wage Rates continued on following page.

Automobile Dealer (Garages & Stockrooms) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & Auto Painter Contracts

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
California Oakland IBT #78 IAM #1546 Auto Painters - #1176			Continued from Preceding Page: O. T. 1½ for 1st. 3 hrs. over 8, 2x thereafter. Used Car Lot Attendants - 1¼ for Sat. work. 2x - Sat. (4 hrs. guar. if work beyond 5, guar. full day) 2x - Sun. guar. full day 3x Hol. (2x - Washington's Birthday & Veteran's Day) guar. full day) Shift: 2nd - 10% 3rd.- 15%					Continued from Preceding Page. Teamsters (Cont.) P/Day $20.65 Car Unloaders 20.65 Lubricators, Tow Truck Oprs., Polishers and Tire Washers, Polishers Service Men 20.65 Changers, Battery Service Men 24.85 Used Car Lot Attendants (M-F) 20.65 " " " " (Sat. only) 19.45 Combination Men 19.45 Utility Men. Motorcycle Pickup and Delivery Men Automotive Janitors & Car Parking Attendants 18.20 Service Salesmen (other than Journeymen Mechanics) 476.60 Hired prior to 5/12/55 460.55 Hired 5/12/55 and thereafter Temporary and Extra Help 10% above reg. rate of pay. Apprentice 1st.6 mos. 65% 2nd. 70% 3rd. 75% 4th. 80% 5th. 85% 6th. 90% 7th. 95% 8th. 98% Thereafter Journeyman's rate of Pay (Note: The monthly base pay of Sr. Parts Technical ($483.45) shall be used in computing the monthly salary of all Parts apprentices)

WAGE RATES
No payment by flat rate, piece work, premium, merit, task, contract, bonuses, or other similar systems.
* - EFF. 6/1/61 17¢ p/hr. increase in all classifications

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
California Sacramento IAM-Lodge 2182 IBT-Local 165	6/1/59 6/1/61	Master Automotive	Hrs.: 8 within 9 cons. hrs., 40, M-F. Day Shift start not earlier than 8 A.M. & end not later than 6 P.M. O. T.: 1½ Sat. between 8 A.M. & 12 noon & 9 A. M. & 1 P.M.: 2x thereafter. 2x - Sun. 2x - Hol. Shift - 10%	7* * Rec. 2x on Admission Day if worked & when State celebration is in Sacramento	1 - 1 2 - 3	Employer pays cost of specified benefits for employees. Employees contribute $5 mo. for specified benefits for dependents	-	

WAGE RATES	Effective 6/1/59	Effective 6/1/60
Parts Employees		
1st. 6 mos.	$321.81	$339.14
2nd. 6 mos.	329.13	346.46
Journeyman Countermen		
1st. 6 mos.	335.20	352.53
2nd.	347.87	365.20
3rd.	359.81	377.14
4th.	379.08	396.41
Thereafter	398.92	416.25
Journeymen Mechanics, Trimmers, Welders, Refrigeration Repairmen, Electrical Machinists.	$2.625	$2.725
Journeymen Body, Fender, Metalmen, Auto Machinists, Radiator Repairmen, Front End Men, Oprs. of Frame Straightening Machines, Stripers, Color Matchers and Painters.	2.735	2.835
Foremen and Leadermen	10% above highest Journeyman rate under their supervision.	
Sanders & Rubbers 1st. 6 Mos.	2.05	2.15
Thereafter	2.1625	2.2625
Miscellaneous Help, Pick-Up, Delivery		
1st. yr.	1.855	1.955
2nd. yr.	1.965	2.065
Used Car Lot Men		
1st. yr.	1.855	1.955
2nd. yr.	1.965	2.065
Tow Truckmen	2.1125	2.2325

(Continued on following page)

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
California Sacramento IAM-Lodge 2182 IBT-Local 165								Continued from Preceding Page. Effective 6/1/59 / 6/1/60 Combination, Lubrication Men, Grease Rack Men, Washers and Polishers, Underseal Men. 1st. 6 mos. 2.03 / 2.13 2nd. 6 mos. 2.1325 / 2.2325 Apprentices 1st. 6 mos. 60% 2nd. 65% 3rd. 70% 4th. 75% 5th. 80% 6th 85% 7th. 90% 8th. 95% Thereafter Journeyman pay rate No payment by flat rate, piece work, premium, merit, task, contract and bonus system.

Automobile Dealer (Garages & Stockrooms) COMPANIES - WAGES, HOURS AND FRINGE BENEFITS IN IBT, IAM & Auto Painter Contracts

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
California								
San Francisco Auto Painters - Local 1073	6/1/59 6/1/62	Motor Car Dealers Assn., Inc. & Automotive Maint. & Garage Assn., Inc.	5 days, M-F. 8 A.M. - 5 P.M. 1½ over 8 for 1st. 3 hrs., 2x thereafter. 2x - Sat. 2x - Sun. 3x - Hol. (8 hrs. work or pay guar.)	9* *Includes Admission Day if celebrated in S. F.	Eff. 1/1/60 1 - 1 2 - 2 3 - 6 Note: New employees receive pro rata vac. of 1/12 of wkly. wage for ea. mo. of employment prior to 6/1.	Present Plan to continue Employer pays cost. Employer pays quarterly 1% deducted from wages for unemployment compensation & disability ins.	----	Effective 6/1/59 6/1/60 6/1/61 Journeymen Painters $2.87¼ $3.05¼ $3.23¼ Journeymen Sanders & Rubbers 2.72¼ 2.90¼ 3.08¼ First month employment $1.50 p/hr. Next 5 months " 60% of Journeymen Painter Second 6 months " 62½% " " " Third " " " 65% " " " Fourth " " " 70% " " " Fifth " " " 75% " " " Sixth " " " 80% " " " Seventh " " " 85% " " " Eighth " " " 90% " " " Note: Foreman receives 10% p/hr. above regular Journeman's scale. Temporary men (less than 1 wk's. work) - 10% above rate: 8 hrs. guar. Following not to be used to compute wages: Flat Rate, piece work, premium, merit, task, contract or bonus systems, provided not construed to prevent payment of commissions or bonuses over min. wage scale.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
California San Francisco (City & County) IAM-Lodge 1305	6/1/59 6/1/62 Wage reopening in event of war or national emergency on or before 6/1/60 or 6/1/61	Motor Car Dealers Assn. of S. F., Inc. Automotive Maint. & Garage Assn., Inc.	Hrs., 8 & 40, 5 consec. days (M-F) 1½ before or after est. work shift with max. 3 hrs. 2x after 11th. hr. in day. 2x - callback 2x - Sat. (8 hrs. guar.) 2x - Sun. (8 hrs. guar.) 3x - Hol. (8 hrs. guar.) Shift: 2nd. - 10% 3rd. - 15%	9* *Incl. Admission Day if celebrated in S.F. Note: Motor Car Dealers Employees birthday is 9th. hol. Auto Maint. & Garage-Veteran's Day is 9th. Hol.	1 - 1 2 - 2 3 - 6 Note: During 1st. yr. receive pro rata vac. of 1/12 of wkly. rate for each mo. employed prior to 6/1.	Existing plan to continue. No to pay increased costs.		
					Note: No flat-rate, piecework, task, or contract systems.			

WAGE RATES

Journeymen	Effective 6/1/59	6/1/60	6/1/61
	(Wkly. Min.)		
Mechanics, Electrical, Motorcycle, Radio, Welders, Trimmers, Testers, Towermen, Dispatchers, Service Salesmen on Straight Salary	$118.90	$126.10	$133.30
Automotive Machinists, Metal, Body, Fender, Frame and Radiator	123.90	131.10	138.30
Service Salesmen (where commissions on labor and materials are paid)	104.90	112.10	119.30
Erection, Construction and Hvy. Duty repairmen	140.90	148.10	155.30
Foremen	10% above highest Journeyman rate of pay.		
Temp. & extra men (employed less than 1 wk's work)	10% above regular rate. One day's pay guar.		

Apprentices	% of Journeyman Rate
1st. 6 mos.	60%
2nd.	62½%
3rd.	65%
4th.	70%
5th.	75%
6th.	80%
7th.	85%
8th.	90%

Note: Mechanics working on trucks rated at over ½ tons or more shall be paid $2.50 p/wk. over the Journeyman rate of pay in their class.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
California								
San Francisco IBT - #665	6/1/58 6/1/63 reopening 6/1/59 6/1/60 & 6/1/61 on union membership & health & welfare. Reopening 6/1/61 & 6/1/62 on wages & pension plan.	Motor Car Dealers Assn. of S. F., Inc. Automotive Maint. & Garage Assn., Inc.	Hrs: 8 consec. in 9; 5 consec. days. OT- 1½ over 8 or 40 & Sun. 2x - Hol. Shift: 2nd. - 10% 3rd. 15%	9* Incl. Admission Day when celebrated in S.F.	1 - 1 2 - 2 3 - 8 During 1st. yr. receive pro rata vac. of 1/12 of wkly. wage for ea. mo. employed prior to 6/1.	Employer pays prem. & Admission cost as per trust agreement, plus, (Quarterly) 1% deducted from wages for unemployment compensation disability ins.	----	6/1/58 6/1/59 12/1/59 6/1/60 12/1/60 Car Washers, Car Polishers, Lubricators, Tire Service Men, Tow Men $2.25 $2.30 $2.35 $2.40 $2.45 * Under Seal Men 2.25 2.30 2.35 2.40 2.45 Utility Men, Motorcycle Pick-Up men, Car Movers 2.15 2.20 2.25 2.30 2.35 Tire Vulcanizers 2.42½ 2.47½ 2.52½ 2.57½ 2.62½ Foremen 10% above regular rate for their designated classification. Temporary Men (employed less than 1 wk's work) - 10% above daily rate. One day$ pay guar. *Plus $1 p/job, up to max. of 7 jobs p/wk. Following systems not to be used to compute wages: Flat Rate, Piece Work, Premium, Merit, Task, Contract or Bonus. Not to be construed to prevent payment of commissions or bonuses over min. wage scale.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
California								
San Mateo IAM Lodge #1414	7/15/58 7/16/61	Automotive Repair & Maintenance Industry of San Mateo County & Northern Santa Clara County	5 days, 8 hrs., in not to exceed 10 cons. hrs., starting time between 8 & 9 A.M., M-F. 40 hrs. 1½ outside regular hrs. or over 8 for 1st. 3 hrs., 2x thereafter. 1½ - Sat. from 8 A.M. to 12 noon (4 hrs. min.) 2x Sun. & after 12 noon Sat. O.T. not continuous with regular shift (2 hrs. min.) 3x - Hol. Shift: 10%	8	1/12 of S.T. wkly. wage for ea. mo. of employment after 60 days. 2/12 of S. T. wkly. wage for ea. mo. of employment after 1 yr.	Employer pays complete cost of plan	----	

WAGE RATES: (Cont.)

No use of following systems: non-payment for unapplied time, flat rate, piece work, task, contract & bonus systems.

Journeymen	'58-'59	'59-'60	'60-'61
Machinists	$2.89½	$2.98½	$3.06½
Painters	2.89½	2.98½	3.06½
Body, Fender	2.89½	2.98½	3.06½
Radiator Repair	2.89½	2.98½	3.06½
Welders	2.89½	2.98½	3.06½
Heavy Duty Mechs.	2.89½	2.98½	3.06½
Trimmers	2.77	2.86	2.94
Mechanics	2.77	2.86	2.94
Radio Repairmen	2.77	2.86	2.94
Sander, Rubbers	2.23	2.32	2.40
Apprentices, Body, Etc.			
1st. Six Months	$1.59	$1.65	$1.69
2nd. Six Months	1.74	1.80	1.84
3rd. Six Months	1.89	1.95	2.00
4th. Six Months	2.03	2.09	2.15
5th. Six Months	2.18	2.24	2.30
6th. Six Months	2.32	2.39	2.46
7th. Six Months	2.47	2.54	2.61
8th. Six Months	2.63	2.72	2.79
Mechanics, Etc.			
1st. Six Months	$1.53	$1.58	$1.62
2nd. Six Months	1.67	1.72	1.77
3rd. Six Months	1.80	1.86	1.92
4th. Six Months	1.94	2.01	2.06
5th. Six Months	2.08	2.15	2.21
6th. Six Months	2.22	2.29	2.36
7th. Six Months	2.36	2.44	2.50
8th. Six Months	2.52	2.60	2.68

Working Foremen shall receive ten (10) percent above the rates of pay for their concerned classifications.

40 hrs. guar.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Washington								
Seattle & King County IAM - Lodge #289	5/1/59 5/1/61	Metropolitan Automobile Dealers' Assn.	Hrs. 8 within 9 consec. (7:30-5:30 PM.) 5 consec. days; 40 hrs: M-F. Not more than 35% of unit to work between 5 and 5:30 P.M. without O.T. O.T. - 1½ for 1st. hr. over 8. 2x thereafter. 2x - Sat.* 2x - Sun.* 2x - Hol.* Shift: 2nd. 8 within 8½ consec. hrs) - 8 hrs. pay + 10%. 3rd. 6½ within 7½ consec. hrs.) 8 hrs. pay + 10% * In addition to wkly. guar.	7	1 - 1 2 - 3	$15.50 p/mo.	10¢ p/hr.	Effective 5/1/59 5/1/60 Journeymen (incl. automotive machinist, electricians, welders, servicemen, body, fender, radiator repairmen) $2.675 $2.80 (40 hr. guar. Foremen, Leadmen or Working Supervisors 10% above rate Apprentices 1st. yr. 1st. 3 mos. 65% of jour. scale next 9 mos. 73% " " " 2nd. yr. Full 12 mos. 77% " " " 3rd. yr. 1st. 6 mos. 80% " " " 2nd. 6 mos. 85% " " " 4th. yr. 1st. 6 mos. 90% " " " 2nd. 6 mos. 95% " " " No piece work, flat rate or merit systems.

AREA AND LOCAL UNION	CONTRACT DATES	COMPANY	HRS., OVERTIME, AND SHIFTS	PAID HOL.	PAID VAC.	H. & W.	PENSION	WAGE RATES
Washington								
Seattle IBT #44	5/1/59 5/1/61	Seattle Automobile Dealers & Seattle Parts Assn.	Hrs. 8 in 9-hr. period, 5 consec., 40, M-F. O. T.: 1½ over 8 or 40. 1½x - Sat. 2x - Sat. 8 A.M.-1 P.M. for Sales & Delivery Department 2x - Hol. Shift: 10%	7	1 - 1 2 - 3	$14.25 for 1st. 3 mos. & $13.80 p/mo. thereafter for employees working 80 hrs. or more. ($15.50 max.)	----	

WAGE RATES	Effective 5/1/59	Effective 5/1/60
Head Countermen and Parts Routemen	$2.655	$2.78
Journeymen Countermen and City Buyers (over 5 yrs' experience as counterman)	2.495	2.62
Journeymen Countermen (less than 5 yrs.' experience as counterman)	2.43	2.555
Jr. Countermen	2.31	2.42
Shipping and Receiving Clerks & Accessory Salesmen	2.285	2.395
Motorcycle Rider, Pickup and Deliverymen, Lubricators, Washers, Polishers, Battery and Tire Servicemen and Parts Room Hlprs.	2.23	2.335
Inexperienced Help		
1st. 60 days	1.925	1.925
Next 120 Days	2.025	2.025
Thereafter	According to classification	
Undercoaters		
8 or more cars p/wk.	2.41	2.52
7 or less cars p/wk.	Lubricator's Rate + $1 p/car	
All Other Experienced Employees	2.23	2.335
Supervisors	10% above classification	
Extra Men	10% above classification	
Apprentices		
1st. 6 mos.	1.635	1.715
2nd. "	1.715	1.795
3rd. "	1.80	1.885
4th. "	1.895	1.985
5th. "	2.065	2.165
6th. "	2.245	2.355

WAGE RATES (Cont.)
After 3rd. yr. -
Journeymen Countermen Classification
40 hrs. - guar.